## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## FSIS (and below)

For 2nd Quarter 2016 for period ending March 31, 2016

			Coı	mparat	ive Dat	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2016Th 02 21
	2011	2012	2013	2014	2015	2016Thru03-31
Number of Complaints Filed	81	68	46	60	62	40
Number of Complainants	79	66	43	56	61	39
Repeat Filers	2	2	2	4	1	1

Complaints by Posis			Com	parati	ve Data	a
Complaints by Basis	Pre	evious 1	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru03- 31
Race	38	31	23	33	27	14
Color	8	14	14	20	15	1
Religion	6	5	3	4	6	1
Reprisal	40	29	30	34	34	19
Sex	36	27	19	33	20	17
PDA	0	0	0	2	0	0
National Origin	16	13	5	11	12	2

Equal Pay Act	0	1	2	1	0	1
Age	30	28	17	26	24	12
Disability	18	20	23	18	19	15
Genetics	2	0	1	0	0	0
Non-EEO	11	7	5	11	10	7
C			Com	parati	ve Data	a
Complaints by Issue	Pre	vious l	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru03- 31
Appointment/Hire	8	2	1	3	4	0
Assignment of Duties	8	6	6	12	10	5
Awards	2	2	2	2	1	0
Conversion to Full Time/Perm Status	0	0	0	1	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	3	2	2	6	6	2
Suspension	5	4	4	5	11	5
Removal	3	2	1	2	2	0
Other	0	0	0	0	0	1
Duty Hours	0	1	0	5	3	3
Perf. Eval./ Appraisal	11	5	9	11	9	6
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	42	36	33	33	37	19
Sexual	8	2	1	0	3	3
Medical Examination	0	1	0	2	2	0
Pay including overtime	2	1	6	6	3	4

		10	18	3	13	16	8
Reassignment							
Denied		4	0	1	0	1	0
Directed		6	8	4	10	9	0
Reasonable Accommodation Disability		2	4	6	6	10	2
Reinstatement		0	0	0	0	0	0
Religious Accommodation		0	0	0	0	0	0
Retirement		0	1	0	0	1	1
Sex-Stereotyping		0	0	0	0	0	0
Telework		0	0	0	0	0	3
Termination		6	10	4	3	9	1
Terms/Conditions of Employ	ment	8	12	14	18	16	5
Time and Attendance		8	7	4	8	13	3
Training		3	8	2	5	1	2
Other							
User Defined - Other 1		0	0	0	0	0	0
User Defined - Other 2		0	0	0	0	0	0
User Defined - Other 3		0	0	0	0	0	0
User Defined - Other 4		0	0	0	0	0	0
			Cor	npara	tive I	Data	·
<b>Processing Time</b>	I	Previous	Fiscal	Year	Data		2016Thru03-
	2011	2012	2013	3 20	14	2015	31
omplaints pending during fiscal year					- 1		
Average number of days in investigation	0	0	0		0	0	205.17
Average number of days in final action	0	0	0		0	0	66.36

Average number of days in investigation	262	2.65	2	27.0	)2 2	06.	39	203	3.73	17	8.12	18	85.00	
Average number of days in final action	91.	.40	1	14.4	3 2	99.	75	339	9.00	12	20.18	4	6.67	
Complaint pending during fi	scal y	/eai	r wh	nere	hear	ing	wa	s no	ot rec	lues	sted			
Average number of days in investigation	331	.78	2	80.1	1 2	50.	67	193	3.35	22	27.54	2	15.25	
Average number of days in final action	179	0.13	.13 113.9		03 1	3 133.8		13:	5.19	8	1.47	90.00		
							C	om	para	e Dat	Data			
Complaints Dismissed by	Agen	ncy Previous Fiscal Yea								Da	ta	2016	Γhru03-	
			2011 2012 2					2013 2014			015		31	
Total Complaints Dismissed Agency	by			14   11   11   6   8			11 6			8		1		
Average days pending prior dismissal	to		3	342		2	11-	4	77	Ì	92		77	
Comp	laint	s W	ith	dra	wn b	vn by Con			inar	nts		I		
Total Complaints Withdrawn Complainants	ı by			8 5		5 3		6			5	4		
						(	Con	npa	rativ	ve I	) Oata			
Total Final Agency Action	ns		P	rev	ious	Fis	cal	Yea	ar D	ata		2016	Thru03-	
Finding Discrimination		20	11	20	012	2	013	2	014	2	015		31	
		#	% #		%	#	%	#	%	#	%	#	%	
Total Number Findings		0	2			0		0		1		0		
Without Hearing		0	0 0		0	0	0	0	0	0	0	0	0	
With Hearing		0	0	2	100	0	0	0	0	1	100	0	0	
										-			-	

Findings of Discrimination					(	Com <sub>]</sub>	par	ativ	e D	ata		
Rendered by Basis		P	rev	ious	Fis	cal Y	Yea	r Da	ata		2016	Thru03-
Note: Complaints can be filed	20	)11	2	012	20	)13	20	)14	2	015	-	31
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	4		3		3		5		1		0	
Race	0	0	1	33	0	0	0	0	0	0	0	0
Color	0	0	1	33	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	25	1	33	1	33	0	0	1	100	0	0
Sex	1	25	1	33	1	33	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	0	0	0	0	0	0
Disability	2	50	1	33	1	33	4	80	1	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	33	1	33	1	20	0	0	0	0
Findings After Hearing	0		2		0		0		1		0	
Race	0	0	1	50	0	0	0	0	0	0	0	0
Color	0	0	1	50	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	50	0	0	0	0	1	100	0	0
Sex	0	0	1	50	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	1	50	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	50	0	0	0	0	0	0	0	0
Findings Without Hearing	4		1		3		5		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	25	0	0	1	33	0	0	0	0	0	0
Sex	1	25	0	0	1	33	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	2	50	1	100	1	33	4	80	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	33	1	20	0	0	0	0
					C	com	par	ativ	e D	ata		
Findings of Discrimination		P	revi	ious l	Fisc	cal Y	ea	r Da	ıta		20167	Thru03-
Rendered by Issue	20	11	20	)12	20	13	20	14	20	)15		31
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	4		3		3		5		1		0	
Appointment/Hire	0	0	0	0	1	33	0	0	0	0	0	0
Assignment of Duties	1	25	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action							- '					

Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	25	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	25	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	'											
Non-Sexual	3	75	1	33	2	67	1	20	1	100	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	2	50	1	33	1	33	0	0	0	0	0	0
Reassignment											•	
Denied	1	25	1	33	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	25	0	0	1	33	3	60	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	2	40	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	20	0	0	0	0
Time and Attendance	2	50	1	33	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		2		0		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	50	0	0	0	0	1	100	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	50	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0

Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	50	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define				-							-	-
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	4		1		3		5		0		0	
Appointment/Hire	0	0	0	0	1	33		0	0	0	0	0
Assignment of Duties	$\frac{0}{1}$	25	0	0	0	0	0	0	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	1	1	1		1	1	1	ı			1	I
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	25	0	0	0	0	0	0	0	0	0	0

Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0		0	0	0	0	0	0
					-	0	-					
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	25	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	75	0	0	2	67	1	20	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	2	50	0	0	1	33	0	0	0	0	0	0
Reassignment												ı
Denied	1	25	1	100	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	25	0	0	1	33	3	60	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	2	40	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	20	0	0	0	0
Time and Attendance	2	50	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define		1					1	1				1
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
		I	1	1		1	1	<u> </u>				<u> </u>

User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4			0	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0	0	0	0	0
					<u>                                     </u>					e Dat		
Pending Complaints Filed Previous Fiscal Years by St			Pr	evio	us l	Fisca	al Y	/ear	Da	ata	2016	Thru03-
			2011	20	12	201	3	201	4	2015		31
Total complaints from previous Fiscal Years	S		57	5	5	62	2	37		41		53
Total Complainants	otal Complainants		50	5	4	60	)	35		40		50
Number complaints pending	Number complaints pending											
Investigation			5	2	2	1		2		0		9

Appeal with EEOC Office of Federal Operations	1	1	3	9	19	20
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru03-
	2011	2012	2013	2014	2015	31
Pending Complaints Where Investigations Exceed Required Time	13	5	Q	1	0	5

ROI issued, pending Complainant's action

Final Agency Action

Hearing

Frames